



QUALITY TEACHER INCENTIVES

200 W. Baltimore Street ♦ Baltimore MD 21201 ♦ Nancy S. Grasmick, State Superintendent of Schools

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Maryland has several exciting incentive programs to recruit and retain quality teachers for Maryland classrooms. Below are brief descriptions of incentives and contact information. The recruitment of high quality teachers is just one facet of Maryland's comprehensive school reform effort.

Stipends

These stipends were made law with Education Article §6-306 of the Annotated Code of Maryland. For more information, contact the local school system's human resources office.

National Board Certification

A \$2,000 stipend is available as a dollar-for-dollar match to local school systems for teachers who earn certification from the National Board for Professional Teaching Standards (NBPTS). For more information about NBPTS, visit their website at <http://www.nbpts.org>.

Local or State Reconstitution/Challenge School Stipend

A \$2,000 stipend is available for classroom teachers who hold an Advanced Professional Certificate and work in schools identified by the State Board of Education as challenged, locally reconstituted or reconstituted at the state level. Teachers must also have a satisfactory performance rating.

Signing Bonus

A \$1,000 signing bonus is available to classroom teachers who graduate in the top 10% of their class and work as a classroom teacher. Teachers must remain employed as a classroom teacher and work in the same district for a minimum of three consecutive years. For more information, contact the local school system's human resources office.

Tuition Tax Credit

All Maryland teachers are eligible for an annual \$1,500 tuition tax credit designed to offset graduate tuition expenses necessary to maintain teaching certification. This tax credit was made law with tax article §10-717 of the Annotated Code of Maryland.

Reemployment of Retired Teachers and Principals

Retired teachers may be exempt from an earnings limitation if they are reemployed as classroom teachers, substitute teachers, or teacher mentors in a locally reconstituted school, a local school system declared a geographic shortage area, or in a subject which has been declared a critical shortage area. Also, retired principals may be exempt from an earnings limitation if they are reemployed as principals in a locally reconstituted school or in a local school system declared a geographic shortage area. The legislation enabling this reemployment took effect July 1, 1999 and sunsets on June 30, 2004.

Scholarships

Distinguished Scholar Teacher Education Program

This merit-based award program, available only to Distinguished Scholar Award recipients, is designed to provide additional financial incentives to attract highly-able students to Maryland's teacher preparation programs. Each Distinguished Scholar Award recipient receives \$3,000 and the Distinguished Scholar Teacher Education Program increases the total award by an additional \$3,000. For more information, contact the State Scholarship Administration at 410-260-4565 or 1-800-974-1024 or visit the Maryland Higher Education Commission website at www.mhec.state.md.us.

Maryland HOPE Scholarship for Teachers

This scholarship provides awards to graduating high school seniors, undergraduate students and graduate students who seek to become classroom teachers. Students at two-year colleges are eligible for \$2,000 annually, and students at four-year colleges are eligible for \$5,000 annually. To qualify for the Maryland HOPE Teacher Scholarship, applicants must: hold a cumulative 3.0 GPA; be a Maryland resident; be a full-time student in an eligible teacher education program; and work as a full-time certified teacher in Maryland one year for each year of assistance received (or pay back the scholarship money with interest). For more information or to request an application, contact the State Scholarship Administration at 410-260-4565 or 1-800-974-1024 or visit the Maryland Higher Education Commission website at www.mhec.state.md.us.

Mentoring

Local school systems can apply to receive grants to establish or expand mentoring programs that support new teachers. These funds can be used for mentor salaries, mentor and mentee training and professional development for new and beginning teachers. Contact the local school system to find out what teacher mentoring programs it provides or contact Division of Instruction, Maryland State Department of Education at 410-767-0381.

Homeownership Opportunities for Teachers

Home Incentives for Teachers (HIT), developed by NRT Mid-Atlantic Relocation exclusively for O'Connor, Piper & Flynn ERA and Pardoe Real Estate ERA, saves you money every time you buy or sell a home. Benefits of this program include cash bonuses, discounts on mortgages, titles, insurance and movement of household goods. *This is not a Maryland State Department of Education or State of Maryland authorized or administered program.*

Another initiative sets aside funding for low-interest mortgage rates through the Department of Housing and Community Development's bond-funded homeownership program. For more information, call 410-514-7530 or 1-800-638-7781.